

Building a Stronger Future: Collaborating to Enhance Title IX and Student Conduct Volunteer Efforts

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**2025 ASCA
ANNUAL
CONFERENCE**
PORTLAND, OR

Land & Labor Acknowledgement

Land Acknowledgement: We welcome everyone to this location with the understanding that the welcoming is not ours to do, as we are guests and continued colonizers on this land. We acknowledge that the land was stolen from Indigenous Americans, and that white people forcibly brought Black and Brown people here to continue their violent colonization. It is important that we as an Association honor our values of equity and intentional inclusion by incorporating land and labor acknowledgements as part of our events, meetings, and conversations, as well as including these acknowledgements through our actions. Land and labor acknowledgements should seek not to further traumatize people of color while emphasizing for white individuals the continued pain caused by genocide, slavery, colonization, anti-Blackness, xenophobia, and bias. We hope to spur action rather than guilt, indifference, or debate.

Labor Acknowledgement: "It will be the year 2123 before African Americans will have been free for as long as their ancestors were enslaved" (From Unpaid Labor Contribution site). A labor acknowledgement is, to be clear with our words, an acknowledgement of the history of genocidal chattel slavery in this country. The impact of forced physical, emotional, economic, and sexual labor continues to this day. We need to also acknowledge that unfair labor practices, including but not limited to, unfair wage gaps, minimum wage that does not meet costs of living, harassment and bias in hiring practices, and more, continue to exist. There is also still a stigma to labor labeled as "unskilled" when we know that no labor is unskilled labor. We encourage you, as we will do, to recognize and appreciate it is often hidden labor that allows us to engage successfully in our own labor together.



Accessibility Acknowledgement

ASCA is committed to making our events accessible. We encourage you to engage in sessions in ways that fit your abilities and comfort level. In addition to any requested accommodations and use of assistive devices and technology, we encourage attendees to drink or eat during session, stretch, stand up, fidget, stim, take breaks, wear headphones for noise and stimulation reduction, and/or engage in helpful focus/regulation practices such as deep breathing, doodling, using a silent phone app, and more. In general, please engage so far as you feel emotionally and physically able to do so—it is okay to push your comfort zone, and to also prioritize your well-being.

We encourage all attendees to understand that focus and engagement can look and feel different for each individual, and that while unfamiliar behaviors may sometimes be initially distracting, they are not intentionally disruptive. ASCA spaces should feel comfortable and accessible. If you have any concerns with accessibility, please let Central Office know as soon as possible.



Endorsement Information

This session has been endorsed by the ASCA Sexual Misconduct and Title IX Community of Practice. The Sexual Misconduct and Title IX Community of Practice was established to provide resources and information concerning issue related to sexual misconduct, Title IX and information provided by the Office of Civil Rights within the United States Department of Education. Members provide training, workshops, and presentations and serve as a network for individuals interested in sexual misconduct and Title IX.

Chairpersons:
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Knowledge & Skills

Area	Skill	Level
Administration	1.1, 1.3, 1.4 and 1.6	Advanced
Assessment	2.2 and 2.3	Foundational
Case Resolution Management	3.1, 3.3, and 3.4	Intermediate
Case Resolution Management	3.2, 3.4, and 3.5	Advanced
Education	4.2	Advanced
Equity & Intentional Inclusion	5.1 and 5.3	Intermediate
Internal & External Partnerships	6.1, 6.2	Advanced
Law & Policy	8.1 and 8.2	Intermediate



Learning Outcomes

Participants attending this session will:

- ▶ Identify how two offices approached assembling a multi-disciplinary team of volunteers.
- ▶ Discuss a comprehensive training model to equip volunteers with the necessary skills and knowledge.
- ▶ Recognize strategies to help develop and support volunteers by recognizing their contributions and limitations.



Welcome and Introductions

- ▶ Who we are!
- ▶ Who is in the room?
 - Name, Institution, Role at Institution
 - Do you have volunteers or are you seeking to get volunteers?



Summary of Volunteer Roles

- ▶ Institution Structure
 - Students vs. Employees
 - Student Conduct vs. Title IX/Civil Rights
- ▶ University Hearing/Appeal Board
- ▶ Title IX/Civil Rights
 - Investigators
 - Advisors
 - Decision Makers



Benefits of Collaboration

Observable increases in...

- ▶ Training Opportunities
- ▶ Engagement and Feedback
- ▶ Number of Volunteers
- ▶ Knowledge of policies and procedures
- ▶ Awareness of processes
- ▶ Funding



Strategies for Engaging Volunteers

- ▶ Request recommendations from current members
- ▶ Build relationships with key stakeholders and ask them to nominate someone from their department/area
- ▶ For Student Conduct, host new member training over several weeks
- ▶ Professional Development that allows for transferable skill development
- ▶ Faculty use this as their Service
- ▶ Show appreciation for their hard work
- ▶ Feed them :-)



Lessons Learned from Having Volunteers in Dual-Roles

- ▶ Difference in terminology and purpose of roles
- ▶ Respecting their choices for participating in roles
- ▶ Managing expectations and time
- ▶ Listen to what they need from trainings
- ▶ Managing background knowledge and experience



Brainstorm

- ▶ What are some ways you can communicate why campus partners should volunteer?
- ▶ What are some way you can vet volunteers?
- ▶ What are some ways you can solicit money?
- ▶ What are some ways you can show appreciation?



What we do to stay on track!

- ▶ Meet bi-weekly
- ▶ We create an annual plan/calendar
- ▶ Solicit feedback on training topics after each training and post-process
- ▶ Develop a budget request
- ▶ Post-process debrief
- ▶ Do what you say you will do!



Activity

- ▶ Those with volunteers (small groups)
 - What challenges are you currently having? What ways do you hope to fix them?
 - What has helped you to recruit/keep volunteers?
- ▶ Those seeking to start gaining volunteers (small groups)
 - How will you get buy in from stakeholders?
 - What do you need to do to start the volunteer program? Identify an Action Plan!



Session Assessment

Please complete the assessment for our session that can be found in the ASCA app or via the QR Code below.

<https://forms.gle/5aUTWGbX5XpcjRXU6>

